

# Egg Harbor Township

Resolution No. 271

2011


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RESOLUTION AUTHORIZING MAYOR AND TOWNSHIP CLERK TO EXECUTE AN AMENDMENT TO THE EXISTING  
COLLECTIVE BARGAINING AGREEMENTS WITH PBA LOCAL 77

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BE IT RESOLVED, that the Mayor and Township Clerk are hereby authorized to execute an Amendment to the existing Collective Bargainment Agreements with PBA Local 77 which were negotiated as a result of the current economic conditions and extend the term of the current collective bargaining agreement.

Date: June 22, 2011

  
Eileen M. Tedesco, RMC  
Township Clerk

## MEMORANDUM OF AGREEMENT

This Agreement is reached between the **Mainland PBA Local No. 77** hereafter referred to as the PBA and the **Township of Egg Harbor** hereafter referred to as the Township for the purpose of extending the current Collective Bargaining Agreement which expires at midnight, December 31, 2012. This extension shall be effective June 1, 2011 and extend this Collective Bargaining Agreement until midnight, December 31, 2015. All modifications to aforesaid Collective Bargaining Agreement are set forth below and all other language of the aforesaid agreement will continue in full force and effect without modification.

### ARTICLE XIII VACATIONS

All officers hired after June 1, 2011 shall accrue vacation hours in the following manner.

A Police Officer during his/her first 12 months of employment shall be entitled to six (6) hours of vacation for each month of service. Thereafter, he/she shall be entitled to a paid vacation according to the following schedule;

#### **Officers working scheduled days of nine (9) hours or more**

| <u>YEARS OF SERVICE</u> | <u># of Vacation Hours Granted</u> |
|-------------------------|------------------------------------|
| 2 through 5 years       | 108 hours                          |
| 6 through 10 years      | 153 hours                          |
| 11 through 15 years     | 180 hours                          |

|                     |           |
|---------------------|-----------|
| 16 through 20 years | 198 hours |
| 21 through 25 years | 243 hours |
| 26 and over years   | 288 hours |

**Officers working scheduled days of eight (8) hours or more**

| <b><u>YEARS OF SERVICE</u></b> | <b><u># of Vacation Hours Granted</u></b> |
|--------------------------------|---|
| 2 through 5 years              | 96 hours                                  |
| 6 through 10 years             | 136 hours                                 |
| 11 through 15 years            | 160 hours                                 |
| 16 through 20 years            | 176 hours                                 |
| 21 through 25 years            | 216 hours                                 |
| 26 and over years              | 256 hours                                 |

Officers Hired prior to June 1, 2011 shall continue to accrue vacation in the same manner as they would in the agreement prior to this extension of the Agreement.

All Police Officers will move from step to step in the vacation guide on the date of hire the year it is obtained. All other vacation calculations will be based off the calendar year.

#### **ARTICLE XIV Sick Leave**

**NEW PARAGRAPH** Any Police Officer hired after June 1, 2011 who terminates his/her employment with the Township, or whose employment is terminated by the Township, shall be entitled to sick time and / or sick pay on a pro-rated basis.

#### **ARTICLE XV Terminal Leave**

**Add new language and table to terminal leave as follows for all officers hired after June 1, 2011;**

Officers hired after June 1, 2011, upon their retirement or honorable termination of employment, said officer shall be compensated for his/her accumulated sick leave up to a maximum of one thousand nine hundred eighty (1980) hours for officers assigned to a nine (9) hour or greater work shift and one thousand seven hundred sixty (1760) hours for officers assigned to a eight (8) hour work shift as provided below;

| <b>YEARS OF SERVICE</b> | <b>% of Maximum Hours Allowable</b> |
|-------------------------|-------------------------------------|
| 0-10 years              | 0%                                  |
| 11-15 years             | 75%                                 |
| 16 years and over       | 100%                                |

Officers hired after June 1, 2011 whose employment is terminated with the Township due to disability pension through PFRS (Police and Fire Retirement System) with less than ten (10) years service with the Township, shall receive fifty percent (50%) of their eligible sick leave as stated above.

## ARTICLE XX Salary

A new 10 year step guide attached to this document will be in effect for all officers hired after June 1, 2011. Officer Kean #15173 will be placed at top step of this new guide effective June 18, 2011 and Officer Sheppard # 15175 will be placed at top step of the new guide effective August 30, 2011. Officer Sheppard shall follow the old salary guide until August 30, 2011 at which point the old salary guide will cease and all officers hired prior to June 1, 2011 will be at top step of the attached new salary guide.

The following raises shall be incorporated into the new salary guide and are in addition to the negotiated raises for 2011 and 2012.

January 1, 2013 - 2% for all levels but step 1

July 1, 2014 – 2% for all levels but step 1

July 1, 2015 – 2% for all levels but step 1

## ARTICLE XXI Overtime

**New Paragraph to be added;**

**H.** All outside details reimbursed to the Township such as road construction, State and Federal Grant details etcetera shall have a detail rate set for all officers as follows;

| Year                                 | Hourly rate |
|--------------------------------------|-------------|
| July 1, 2011 to December 31, 2012    | \$55 hr.    |
| January 1, 2013 to December 31, 2014 | \$60 hr.    |
| January 1, 2015 to December 31, 2015 | \$65 hr.    |

This detail rate shall only apply if the officer volunteers to work the detail and DOES NOT apply if an officer is ordered to work a detail.

**In Witness Whereof**, the parties have hereunto set their hands and seals at the Township of Egg Harbor, New Jersey, This 1st day of June, 2011.

**TOWNSHIP of EGG HARBOR**

By: \_\_\_\_\_

James J. McCullough, Mayor

By: \_\_\_\_\_

Peter Miller, Twp. Administrator

**Mainland PBA Local No. 77**

By: \_\_\_\_\_

Ofcr. Kenneth Marchelle, PBA Shop Steward

By: \_\_\_\_\_

Reynold Theriault, President PBA Local No. 77

## SALARY GUIDE

| YEAR       | 7/1/2011 | 1/1/2012 | 7/1/2012 | 1/1/2013 | 7/1/2014 | 7/1/2015 |
|------------|----------|----------|----------|----------|----------|----------|
| 10th Year  | 86,796   | 87,664   | 89,637   | 91,430   | 93,259   | 95,124   |
| 9th Year   | 81,480   | 82,256   | 84,008   | 85,608   | 87,224   | 88,880   |
| 8th Year   | 76,170   | 76,849   | 78,382   | 79,782   | 81,196   | 82,645   |
| 7th Year   | 70,860   | 71,442   | 72,756   | 73,956   | 75,168   | 76,410   |
| 6th Year   | 65,550   | 66,035   | 67,130   | 68,130   | 69,140   | 70,175   |
| 5th Year   | 60,240   | 60,628   | 61,504   | 62,304   | 63,112   | 63,940   |
| 4th Year   | 54,930   | 55,221   | 55,878   | 56,478   | 57,084   | 57,705   |
| 3rd Year   | 49,620   | 49,814   | 50,252   | 50,652   | 51,056   | 51,470   |
| 2nd Year   | 44,310   | 44,407   | 44,626   | 44,826   | 45,028   | 45,235   |
| 1st Year   | 39,000   | 39,000   | 39,000   | 39,000   | 39,000   | 39,000   |
| Lieutenant | 104,474  | 105,518  | 107,892  | 110,050  | 112,250  | 114,495  |
| Sergeant   | 95,214   | 96,166   | 98,330   | 100,297  | 102,302  | 104,348  |

6/1/2011